

# Third Grade Reading Guarantee

## First Year Teacher Mentor Requirement

### General Guidance

**Teacher Qualifications:** A teacher of a grade 3 student who has been retained or is on a reading improvement and monitoring plan must have at least one year of teaching experience and must meet at least one of the following qualifications required in law:

- Has a K-12 reading endorsement on the teacher's license;
- Completed a master's degree with a major in reading or literacy;
- Rated "most effective" for reading instruction consecutively for the most recent two years based on state-approved tests of student growth;
- Rated "above expected value added" in reading instruction for the most recent, consecutive two school years;
- Earned a passing score on a rigorous test of principles of scientifically research-based reading instruction;
- Holds an educator license for teaching grades preK-3 or 4-9 issued on or after July 1, 2017;

**First Year Teachers:** A first year teacher may serve as the teacher of record. However, the first year teacher must hold one of the qualifications above and be assigned a mentor who also meets the qualifications above.

**Resident Educator Program:** The Resident Educator Program assigns a mentor to each Resident Educator in years 1 and 2 of the program. These mentors have completed mentorship training through the Resident Educator Program and may serve as the mentor described in the Third Grade Reading Guarantee as long as they also meet the teacher qualifications above.

### Frequently Asked Questions

#### CAN A MENTOR SERVE AS BOTH THE RESIDENT EDUCATOR MENTOR AND THE MENTOR DESCRIBED IN THE THIRD GRADE READING GUARANTEE LAW?

A first year teacher's resident educator mentor may serve in this role as long as they meet the teacher qualifications described in the Third Grade Reading Guarantee law. More information on teacher qualifications is available in the [Third Grade Reading Guarantee Guidance Manual](#). More information on the [Resident Educator Program](#) is available on the department's website.

#### HOW CAN A MENTOR TAILOR THEIR SUPPORT TO A THIRD-GRADE READING TEACHER?

All mentors should tailor their support to the individual needs of their mentees. Third-grade reading teachers must meet the requirements of the Third Grade Reading Guarantee. A mentoring program designed to support a third-grade reading teacher should consider this work.

After completing mentorship training, a Resident Educator mentor should utilize the Mentor Tool Kit to tailor his or her support to the third grade reading teacher. The table on the following page aligns the supports of the Third Grade Reading Guarantee to the evidence possibilities located in the [Mentor Tool Kit](#).

Below is a table aligning supports of the Third Grade Reading Guarantee to evidence possibilities from the [Mentor Tool Kit](#) for the Resident Educator Program.

The information in the “Third Grade Reading Guarantee” column includes the provisions of the law that reading teachers can use as evidence with their mentors. The information in the “Resident Educator Program” column illustrates the type of evidence that mentees collect and share with their mentors to inform analysis and reflection.

Third Grade Reading Guarantee	Resident Educator Program Evidence Possibilities
1. Reading Diagnostic	Data Tool
2. Reading Improvement and Monitoring Plans (RIMP)	Authentic Teacher Work Teaching and Learning Cycle Data Tool Reflective Practices
3. Intensive Reading Instruction to students on RIMPs and Retained Third Grade Students (Intensive, Explicit, Systematic)	Authentic Teacher Work Teaching and Learning Cycle Teaching Observations Reflective Practices Videotaped Lessons